

Florian Klein

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SUMMARY

HR Manager with a track record building high-impact solutions and improving KPIs.

TECHNICAL SKILLS

Talent

Employer Branding

Operations

HRIS (Workday/BambooHR)

People Practices

Succession Planning

Compliance

GDPR • Workplace Investigations • Employment Law • Diversity & Inclusion

EMPLOYMENT HISTORY

People Operations Manager — Cremin Group (2023-04-17 - 2024-02-11)

- Rolled out benefits and L&D programs that increased retention in key teams by 14%.
- Managed complex employee relations issues and maintained compliance with local employment law.

People Operations Manager — Towne LLC (2021-09-03 - 2025-08-25)

- Implemented a performance review program which improved engagement scores by 5 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 15%.
- Led recruitment for 105 roles across EMEA/US, reducing time-to-hire by 23%.

HR Manager — Green, Lindgren and Hilpert (2021-06-06 - 2024-06-30)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 70 roles across EMEA/US, reducing time-to-hire by 32%.
- Rolled out benefits and L&D programs that increased retention in key teams by 12%.

HR Manager — Jacobi - Hahn (2019-08-06 - 2023-10-13)

- Implemented a performance review program which improved engagement scores by 20 points.
- Led recruitment for 200 roles across EMEA/US, reducing time-to-hire by 35%.
- Managed complex employee relations issues and maintained compliance with local employment law.

EDUCATION

B.A. Business Administration, Mueller - Fadel University (2019)

PROJECTS

eos - Sharable zero defect artificial intelligence